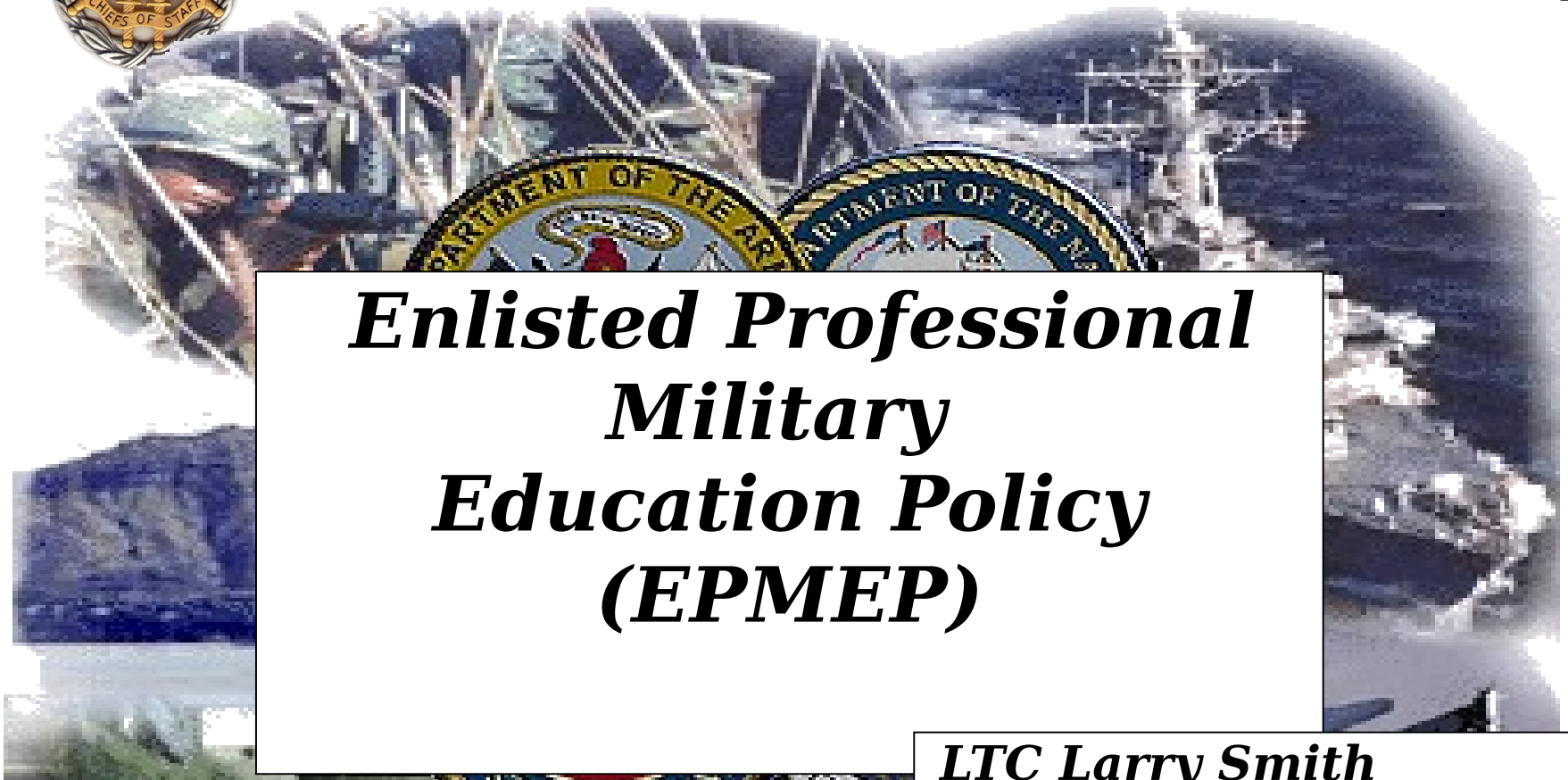


Enlisted Professional Military Education Policy (EPMEP)

LTC Larry Smith
JPME Planner
(703) 692-6297
Operational Plans and Joint Force Development Directorate

Purpose

To provide an overview of the draft Chairman of the Joint Chiefs of Staff Instruction (CJCSI 1805.01). "Enlisted Professional Military Education Policy."

CJCS Vision for Joint Education

Pinnacle

CAPSTONE: Evolving as a Joint Warfighting Course

JFOWC: Mandate for Commanders

JAWS: Joint Operational Artistry

JPME I, II and AJPME: Reform and Expansion (to include Reserve Component

Company Grade JPME and Service Competencies

Enlisted JPME

Why an EPMEP?

Top Legislative Priorities* for next 16 months include Strengthening Combined/Joint Warfight Capabilities.

An enabling strategy of this objective is to "bring jointness to the lowest appropriate level."

*SecDef memo dated 24 Sep 2003, Subject: Legislative Priorities for Fiscal Year 2004

CJCS Joint Professional Military Education Initiatives.*

"OPMEP will not expand to include NCO or Civilian matters. The former will be the subject of a stand-alone CJCS Policy document to be developed by Joint Staff, J7, the latter the province of OSD."

*Memo dated 9 Jan 2004, Subject: CJCS Guidance for Revising OPMEP

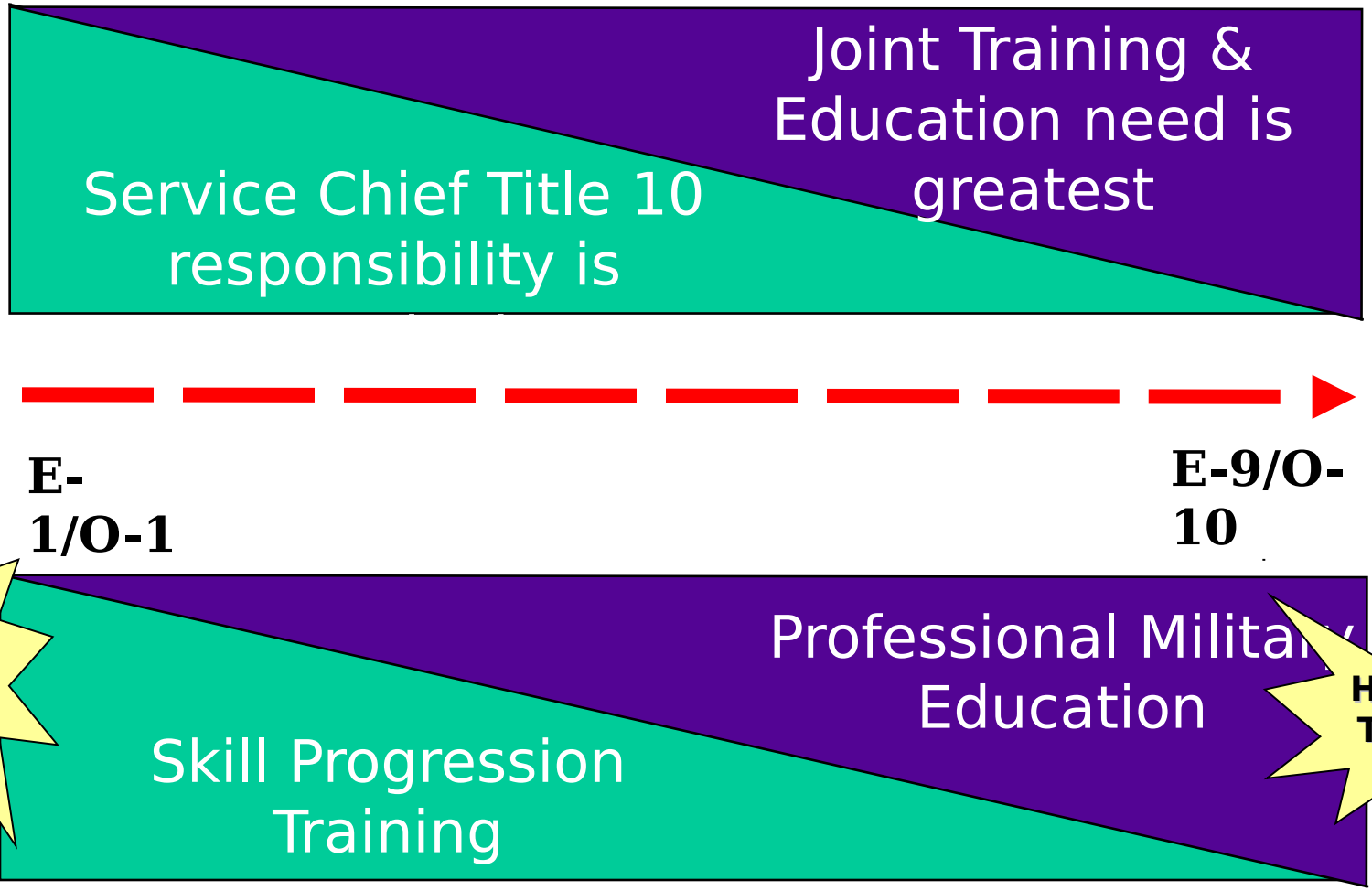
...Our overarching goal is to educate and train the right person for the right task at the right time. We can no longer wait until an individual is placed into a leadership position before receiving the proper education and training. This is especially true today because we are discovering that the War on Terrorism requires noncommissioned officers from all Services to work in the joint environment more often than they have before..!

Guiding Principles I

- ***Formulate the policy using an inclusive, interactive process.***
- ***Develop a policy that provides guidance, not overly restrictive requirements. Ensure policy considers Service uniqueness.***
- ***Promote habitual leadership & education relationships across Services to realize the Chairman's Vision.***
- ***Recognize that training and education are not mutually exclusive. Both interrelate and comprise the learning continuum.***

Service vs. Joint Education & Training Responsibilities

Training & Education Continuum



EPMEP Stakeholders

Advisory

SENIOR EXECUTIVE STEERING COMMITTEE (Service and USJFCOM SELs)

COCOM COMMAND SENIOR ENLISTED LEADERS

EPME Review

DDJS-ME

USJFCOM

NDU

USA

USN

USMC

USAF

Service Training and Education Command Representation

Policy Developme

CJCS

JCS J7

EPMEP WORKING GROUP

NCO SENIOR ACADEMIES AND SCHOOLS

EPMEP Working Group Members

Msgt Brian Burlingame
MC University

Msgt Douglas Patton
MC University

Maj Ken Knarr
TECOM

CMSgt Robert Hale
HQ AF

SMSgt Daniel Wells
AFSNCOA

CMSgt Denise Alexander
HQ AF

SGM Michael Lamb
TRADOC

SGM John Cross
CAC

CPT (P) John Kallo
TRADOC

CTACM Susan Davis
USN Senior Enlisted Academy

MMCM Lewis Capehart
NETC

FORCM Mike McCalip
NETC

MCPO Diane Lacumsky
CPO Academy

MCPO Dave Robinson
HQ USCG

CSM Mark Ripka
USJFCOM

SGM Jackie Johnson
NDU

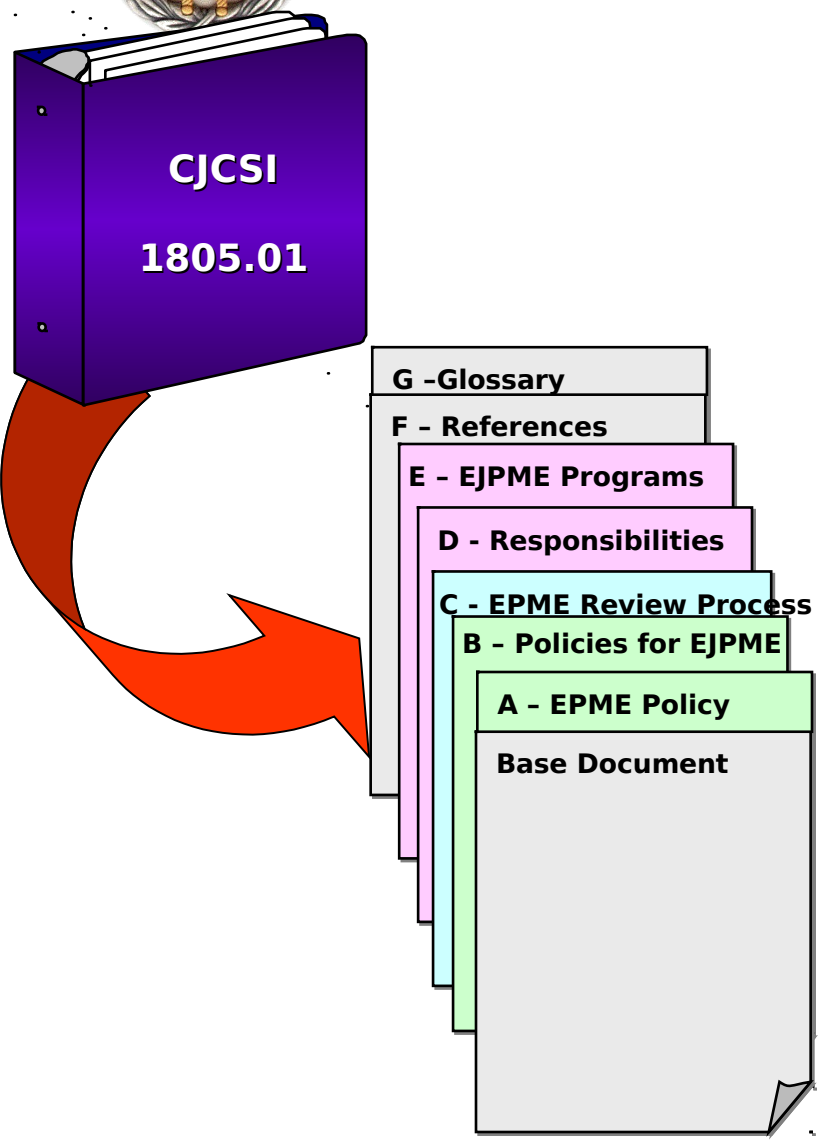
GySgt John Lipps
USJFCOM

LTC Larry Smith
JCS/J-7

LCDR Don Wilkinson
OPNAV

Blaze a trail so that others might follo

Bottom Line Up Front: The EPMEP…



…is not just an enlisted version of the OPMEP. While there are similarities, there are also major differences.

…has no basis in legislation and does not have a formal program review (i.e., PAJE) requirement.

…promotes, but does not require, "jointness" in Service enlisted professional military education programs.

…provides guidance to Service Chiefs, while enabling them to retain their discretionary authority to execute.

…recognizes that all enlisted personnel require some joint education and familiarization while others require more focused and comprehensive joint education.

Continuum

COMMAND SENIOR ENLISTED CAPSTONE COURSE*

SENIOR ENLISTED JPME COURSE*

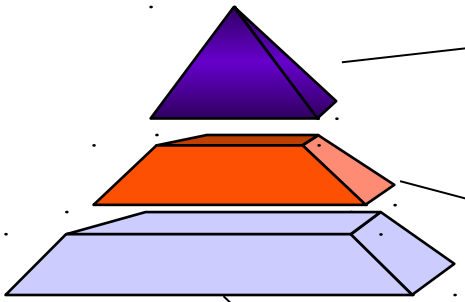
CAREER EJPME

BASIC EJPME

*CJCS-sponsored courses

Enlisted JPME Program

Three Tiered Program



Senior EJPME

CJCS-Sponsored Courses

CSEL CAPSTONE Course

Senior Enlisted JPME Course

Career EJPME

Embedded in Service Intermediate, Senior, & Executive Level Programs

Career EJPME

Basic EJPME

Embedded in Service Introductory and Primary Level Programs

Basic EJPME

Level of Complexity (Joint

E1 E2 E3 E4 E5/E6* E6*/E7 E8

Junior and Mid-grade Personnel

Senior Enlisted Leaders

Program Overview

Programs	Joint Learning Areas	Joint Learning Objectiv
Senior EJPME (Multi-Service Acculturation)	• National Military Capabilities and Organization • Joint Doctrine • Service, Joint, Interagency, and Multi-national Capabilities • Defense Acquisition and Resourcing	(13) Learning objectives prepare our most senior enlisted personnel for assignment as the CSEL in a GO/FO Command
CSEL Capstone Senior EJPME Course	• National Military Capabilities and Organization • Armed Forces Overview • Foundation of Joint Operations • National Strategic Overview	(11) Learning objectives are contained in a stand-alone, web-based course that prepares SELs for a joint duty assignment
Career EJPME	• National Military Capabilities and Organization • Armed Forces Overview • Foundation of Joint Operations • National Strategic Overview	(20) Learning objectives builds upon Basic EJPME and adds topics covering Joint Operations and National Strategic Overviews
Basic EJPME	• National Military Capabilities and Organization • Armed Forces Overview	(8) Learning objectives provide a brief intro to basic US Defense Structure and Roles and Missions

Levels of learning achievement increase and become more joint focused.

Highlights of EPMEP

Base Document

A – EPME Policy

- ***Base Document***
  - ***Establishes Chairman's EPME/EJPME Vision***

- ***Enclosure A. Enlisted Professional Military Education***
  - ***Establishes three levels of EJPME that support Services' EPME Systems. Program is broken into two tiers of education:***
    - ***First tier provides guidance to Services regarding topics that should be integrated into EPME programs for enlisted personnel not assigned to a joint billet.***
    - ***Second tier establishes CJCS-Sponsored EJPME courses for enlisted personnel assigned to joint billets.***
  - ***Introduces Enlisted Professional Military Education Continuum***
  - ***Links leader development requirement in the JOpsC to EPME***

Highlights of EPMEP

C - EPME Review Process

B – Policies for EJPME

- ***Enclosure B. Policies for EPME***
  - ***Reinforces that Services' should embed Basic and Career EJPME learning objectives into existing Service EPME programs.***
  - ***Supports use of resident and non-resident instruction to achieve objectives.***
  - ***Allows Services to determine the specific methodology and techniqu employed to achieve EJPME learning objectives.***

- ***Enclosure C. EPME Review Process***
  - ***Creates a Senior Executive Steering Committee (SESC) comprised of the Service Senior Enlisted Leaders (SMA, MCPON, SMMC, CMSAF, & CSM, USJFCOM).***
  - ***Establishes Enlisted Military Education Review Council (EMERC) that is similar to MECC but focuses on EJPME topics/issues.***
  - ***Establishes a triennial self-assessment of Service EJPME programs (Basic and Career EJPME). There is no PAJE requirement!***
  - ***Provides guidance to Services if they desire to have their EJPME programs validated and approved by DDJS-ME.***

Highlights of EPMEP

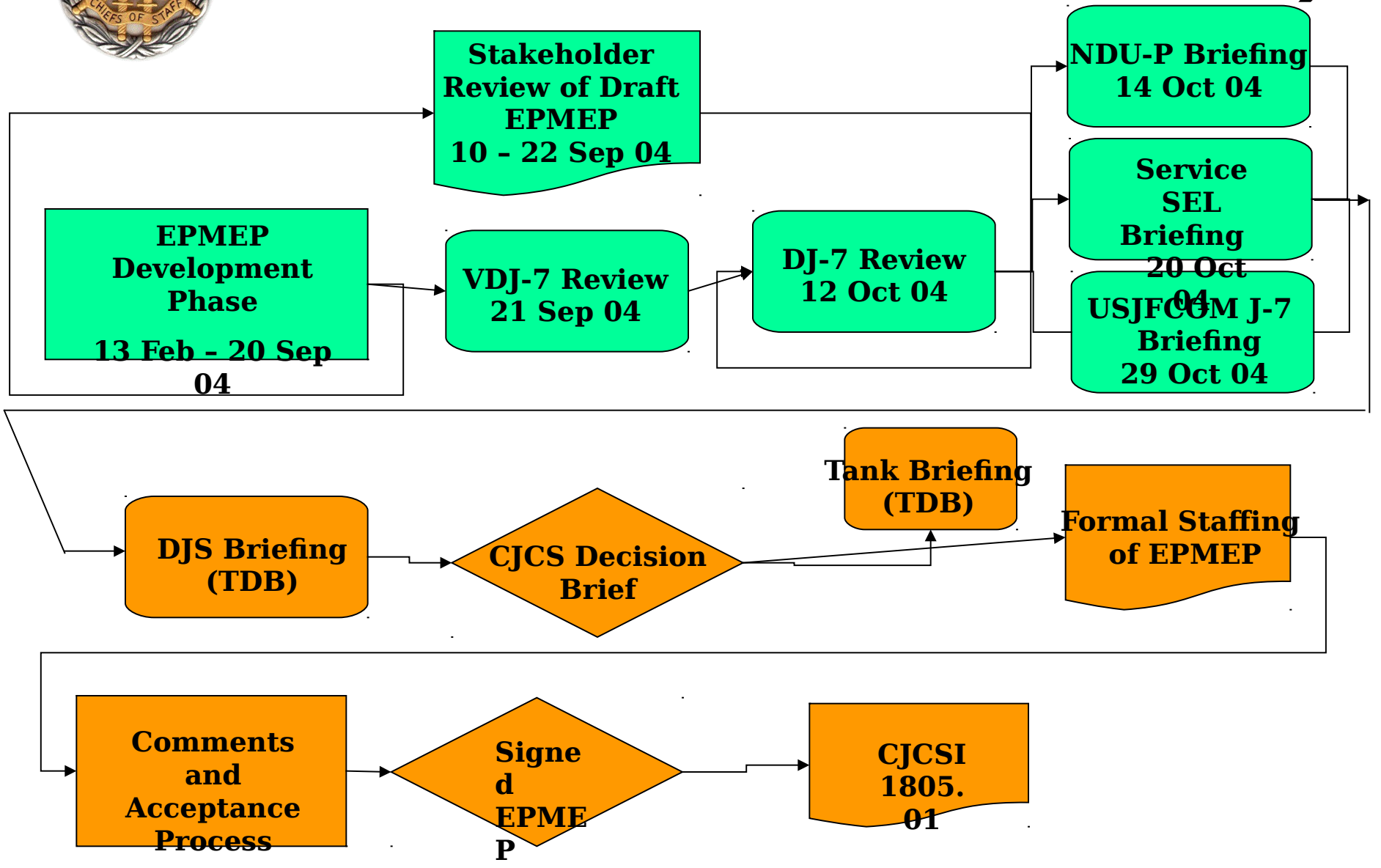
E – EJPME Programs

D - Responsibilities

- ***Enclosure D. Responsibilities***
  - *Defines responsibilities for the Chairman, DJ-7, VDJ-7, USJFCOM, Services, and NDU-P.*
  - *Adds Senior Service Enlisted Leaders as an advisory council.*
  - *Assigns NDU-P the responsibility for Senior EJPME (Senior Enlisted Course and CSEL CAPSTONE program.*

- ***Enclosure E. Enlisted Joint Professional Military Education***
  - *Establishes learning objectives that take into consideration that an enlisted member may not receive any EJPME until actually assigned to a joint billet.*
  - *Provides guidance regarding Joint Learning Areas and Joint Learning Objectives for the EJPME program*

Critical Path Development Timeline


Stakeholder Review of Draft EPMEP 10 – 22 Sep 04
NDU-P Briefing 14 Oct 04
Service SEL Briefing 20 Oct 04
USJFCOM J-7 Briefing 29 Oct 04
EPMEP Development Phase 13 Feb – 20 Sep 04
VDJ-7 Review 21 Sep 04
DJ-7 Review 12 Oct 04
Tank Briefing (TDB)
DJS Briefing (TDB)
CJCS Decision Brief
Formal Staffing of EPMEP
Comments and Acceptance Process
Signed EPMEP
CJCSI 1805.01

SSEL Role in EJPME Program

Service Senior Enlisted Leaders (SSEL

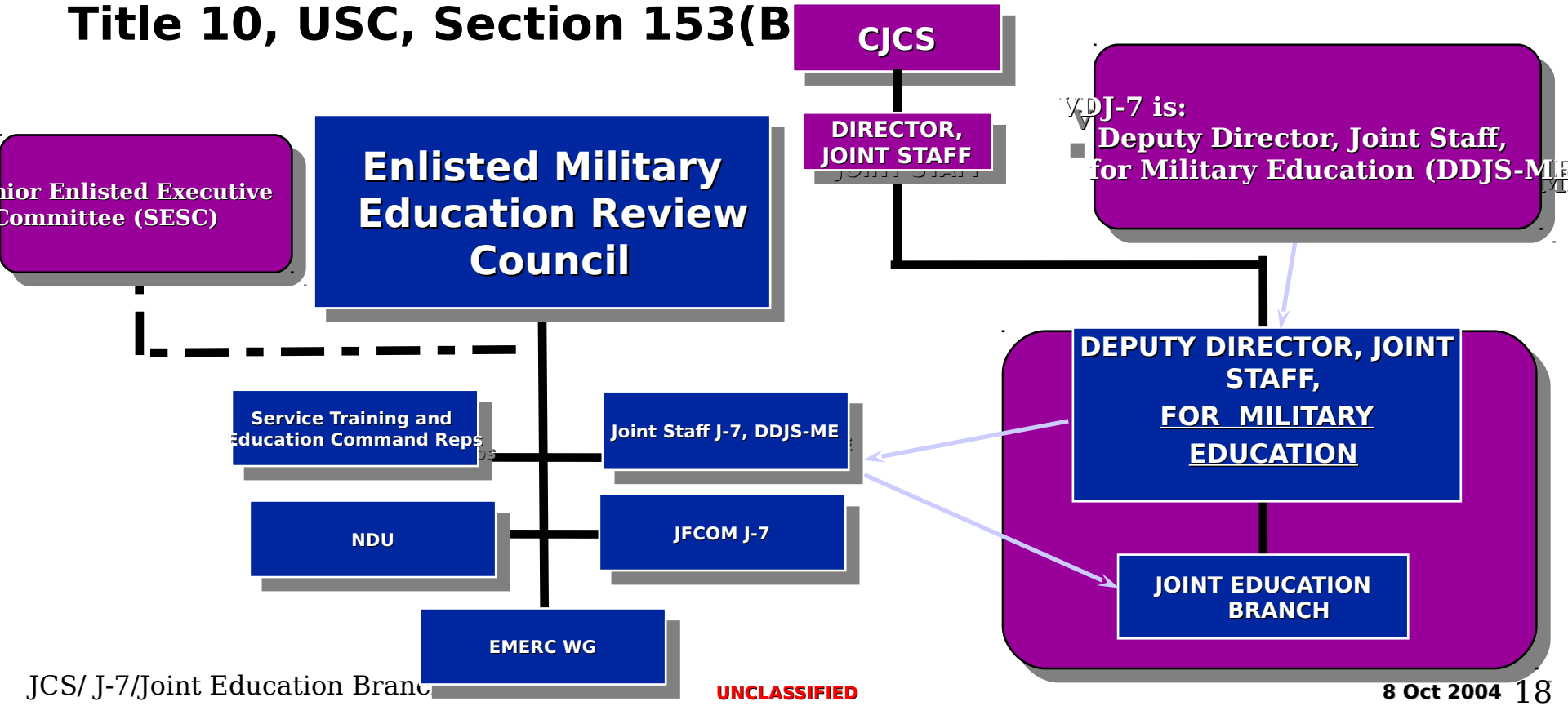
SSELs advise the Service Chiefs on enlisted matters and have a vested interest in the education and training of enlisted personnel. SSELs also serve as members of the Senior Executive Steering Committee (SESC).

- ✓ ***Along with CSM, USJFC comprise the SESC.***
- ✓ ***Provides strategic guidance to Enlisted Military Education Review Council (EMERC).***
- ✓ ***Participate in CSEL CAPSTONE Program.***
- ✓ ***Identify CSELs for participation in CSEL CAPSTONE Program.***

Chairman's Responsibilities

- "Formulating policies for coordinating the military education and training for members of the armed forces." Title 10, USC, Section 153(B

Order – EPMEP
Execute – EMERC
Advisory – SESC
Inspect – Reports



Senior Enlisted JPME Course

LSN 1.

Formulating and Integrating US National Strategy

LSN 2.

Integrating Strategy, Resources, and Contingency Planning

LSN 3.

Deliberate and Crisis Action Planning

LSN 4.

National Military Command Structure

LSN 5.

Roles, History, Missions, Customs and Courtesies of US Armed Forces

LSN 6.

Motivating Organizations

LSN 7.

Discipline and Conduct of Multi-Service

Phase 1

- ✓ **Seven lesson modules currently in use. Accessible online and via CD-ROM.**
- ✓ **Four modules undergoing modification with support from NDU/JFSC.**
- ✓ **JKDDC JMO guidelines and funding.**
- ✓ **Target release date - Jan 2005.**

LSN 8.

Personal Appearance and Wear of the Enlisted

LSN 9.

Multiple Services Physical Fitness Program

LSN 10.

Performance Evaluation

LSN 11.

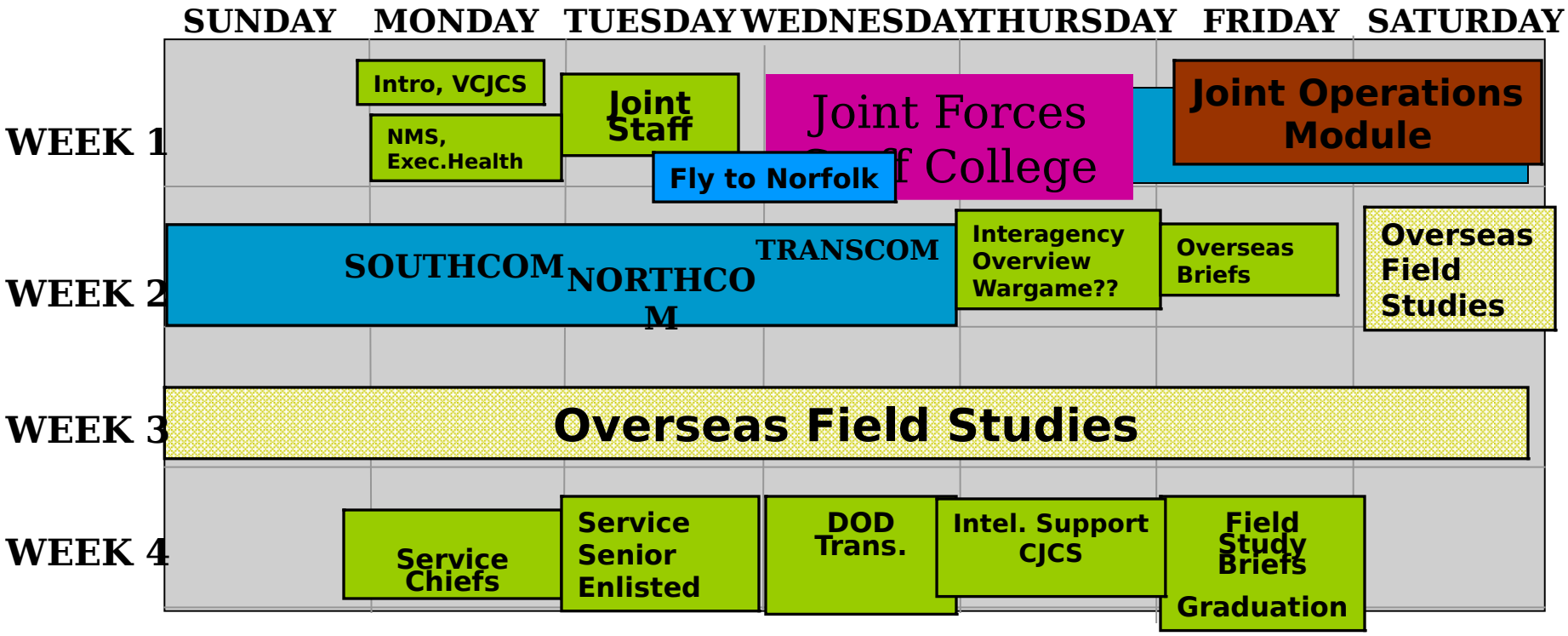
Professional Military Education and Promotion Subordinate Development

Phase 2

- ✓ **Four additional Service-focused lesson modules.**
- ✓ **JKDDC JMO funding with Service SME support.**
- ✓ **Target release date - April 2005.**
- ✓ **Completed 11-lesson course to be transitioned to NDU for management and control.**

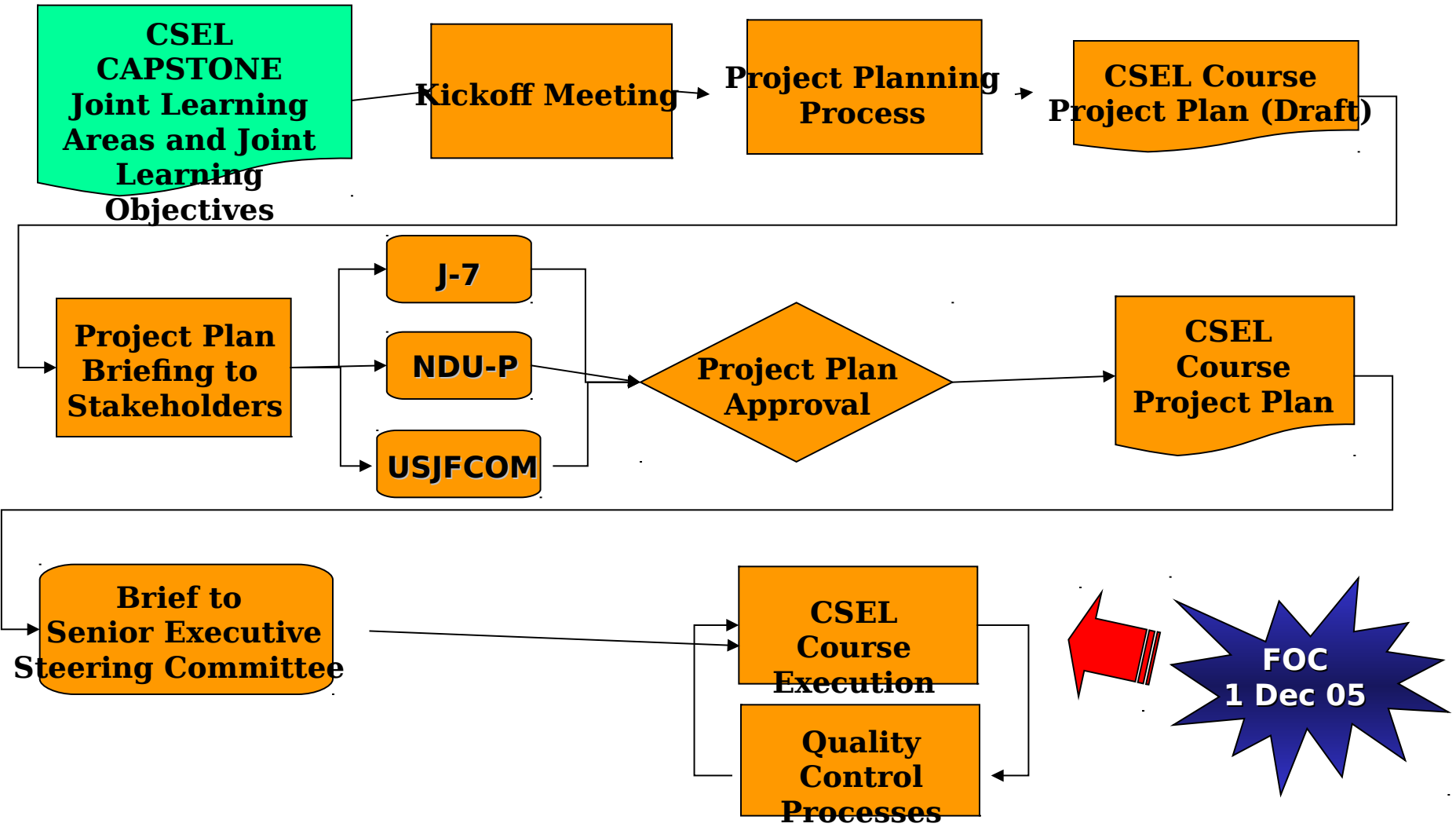
Proposed CSEL CAPSTONE Course

FOUR WEEK SCHEDULE



- ✓ *Minimum of 2 iterations per year*
- ✓ *20-40 CSELs per iteration*
- ✓ *Military Air available*
- ✓ *3 or 4-Star Senior Mentors*
- ✓ *Leverage current and past CSELs w/joint experience*
- ✓ *Face to face joint acculturation*

CSEL Course Development Timeline



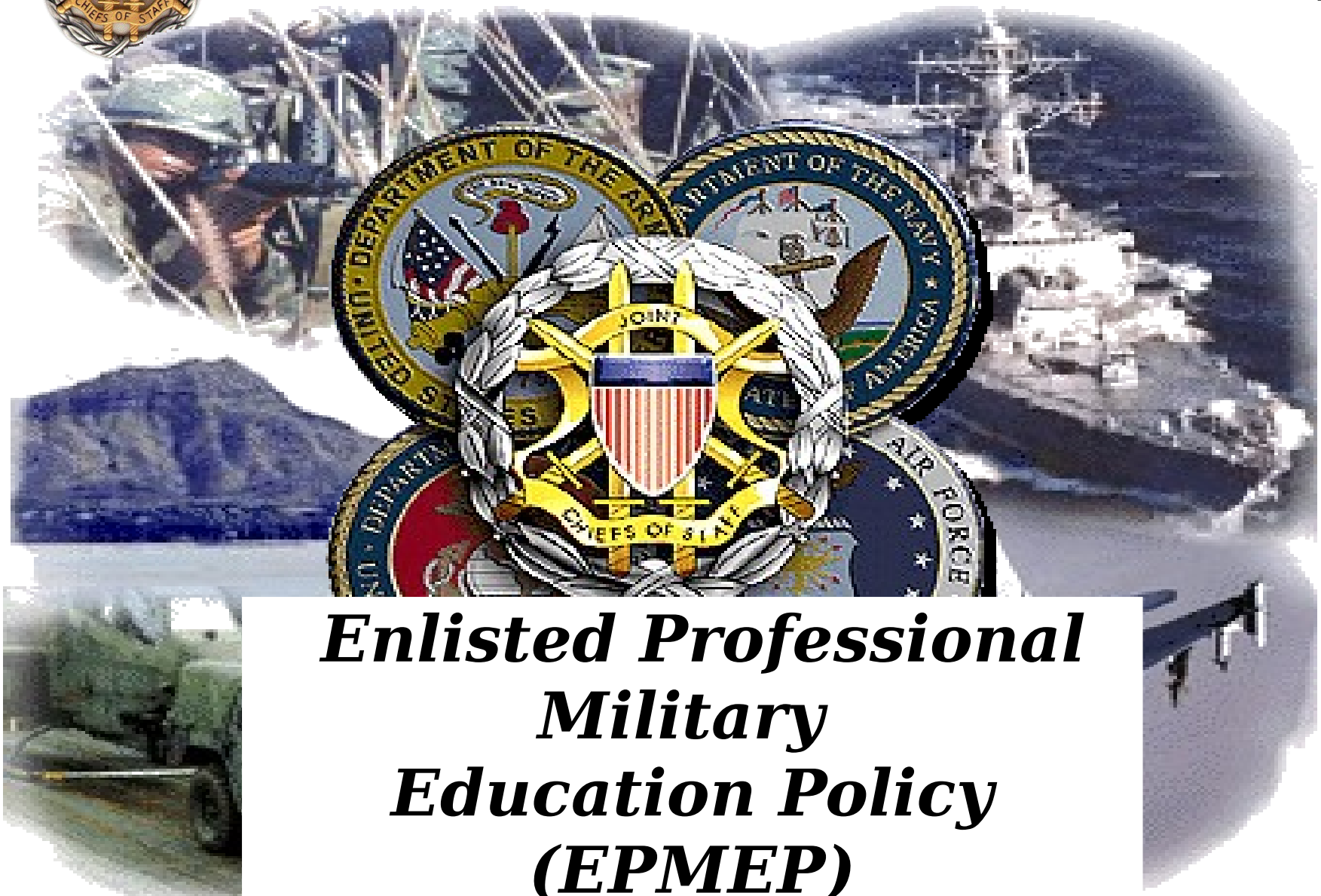
What's Next

- **EPMEP**
  - Continue staffing process.
  - Schedule 1st Enlisted Military Education Review Council (EMERC) Working Group meeting after EPMEP distribution.

- **Senior Enlisted JPME Course Expansion**
  - NDU updating course content for 4 of the 7 lesson modules in current course - 15 Oct 04 anticipated completion date.
  - JKDDC JMO to convert course to JKDDC standards - Jan 05 target date.
  - Final submission of materials for 4 Service-specific lesson modules – Jan 05 target date.
  - Distribution of 11-lesson module course – Apr 05 target date
- **CSEL CAPSTONE Course Implementation**
  - Initial Stakeholder meeting to develop project plan (scope, objectives, course layout, funding, timelines, etc). Key stakeholders (J-7, NDU, USFCOM)
  - USJFCOM host 2nd CSEL Joint Operations Module – Feb 04
  - FOC – NLT Dec 2005

Final Words

- ***This initiative establishes a foundation and is a project without an end state!***
- ***We need the full support of NDU, the Services, SSELs, and COCOMs to execute and maintain program.***
- ***Congress has tasked DoD to address Senior Enlisted Leaders in a strategic plan that links development to the missions and goals of DoD. We will report our progress to Congress in Jan 2007.***



Enlisted Professional Military Education Policy (EPMEP)